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ABSTRACT

This report presents results of the annual College and University Faculty Salary Policies survey sent to 1,611 public institutions of higher education (895 responded) in the 50 states and the District of Columbia. The results provide information on faculty salary schedules, including the minimum and maximum scheduled salaries for each rank and/or preparation level. Survey highlights for two-year public institutions (n=688) include the following: (1) almost two-thirds (64 percent) base their salary schedules on academic preparation; (2) mean minimum salaries range from $22,306 for a bachelor's degree and $23,068 for an instructor to $29,286 for a doctor's degree and $33,485 for a professor; and (3) mean maximum salaries range from $33,367 for a bachelor's degree and $34,708 for an instructor to $45,743 for a doctor's degree and $49,750 for a professor. Highlights for four-year public institutions (n=207) reveal that the mean minimum salaries for instructors and professors ranged from $20,989 to $37,900; and the maximum salaries ranged from $35,600 to $68,740. An appendix contains the survey document and a list of the responding institutions. (GLR)

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RESEARCH

Salaries Scheduled for Higher Education Faculty 1990-91

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FOREWORD

This report presents results of the annual College and University Faculty Salary Policies survey, a copy of which may be found in Appendix A. The survey is sent to 1,611 public institutions of higher education in the 50 states and the District of Columbia. The results of this survey provide information on faculty salary *schedules*. Although the scheduled salaries are not an indicator of the average levels of faculty salaries *actually paid*, the statistics do provide a review of the status of institutional salary policies.

Information on minimum and maximum scheduled salaries for each rank and/or preparation level is included in this report. The ability to compare scheduled salaries at one institution with a group of similar institutions may be useful to NEA affiliates in negotiating salary policies, to legislatures as they consider appropriations for institutions of higher education, and to the higher education community in long-range planning.

NEA Research extends appreciation to all those institutions who responded to the 1990-91 College and University Faculty Salary Policies survey. Separate listings for two-year and four-year responding institutions are located in Appendix B at the end of this report.

Questions or comments concerning this report should be directed to Art Parson of the Research Division of the National Education Association at (202) 822-7452.

April 1992

HIGHLIGHTS

The highlights below and the tables that follow are based on salary schedules from 895 public institutions of higher education; 688 of these are two-year institutions, and 207 are four-year institutions.

For two-year public institutions

- Almost two-thirds (64%) base their salary schedules on academic preparation.
- More than one-third (36%) base their salary schedules on faculty rank.
- *Mean minimum* salaries range from $22,306 for a bachelor's degree and $23,068 for an instructor to $29,286 for a doctor's degree and $33,485 for a professor.
- *Mean maximum* salaries range from $33,367 for a bachelor's degree and $34,708 for an instructor to $45,743 for a doctor's degree and $49,750 for a professor.

For four-year public institutions

- Slightly more than 97 percent base their salary schedules on faculty rank. (The five four-year institutions reporting salary schedules based on academic preparation are omitted from the tables.)
- *Mean minimum* salaries range from $20,989 for instructors to $37,900 for professors.
- *Mean maximum* salaries range from $35,600 for instructors to $68,740 for professors.

TECHNICAL NOTES

The 1990-91 College and University Faculty survey was sent to the 1,611 public institutions of higher education in the 50 states and the District of Columbia that are listed in the *Education Directory, Colleges and Universities* (National Center for Education Statistics: Washington, September, 1990). Of these, 1,448 institutions responded to the survey, for an 89.9 percent response rate. More detailed information about the response rate is shown below.

Population Size and Response Rate

Population size	
Two-year institutions, total number	1,040
Four-year institutions, total number	571
Total number of questionnaires mailed	1,611
Returned questionnaires	
Returns from two-year institutions	914
Returns from four-year institutions	534
Total number of questionnaires returned	1,448
Response rate	
Response rate from two-year institutions	87.9%
Response rate from four-year institutions	93.5%
Total response rate	89.9%

As noted above, 1,448 institutions returned questionnaires. Data for 895 institutions *are included* in this report. These 895 institutions include the following:

- 801 institutions that reported either complete salary schedules or minimum *and* maximum scheduled salaries
- 94 institutions that reported either minimum *or* maximum scheduled salaries

Of the 1,448 questionnaires returned, data for 553 institutions *are excluded* from this report for the following reasons:

- Data from 14 institutions that base salary schedules on criteria other than rank or preparation have been excluded.
- Data from 5 four-year institutions that reported salary schedules based on academic preparation are not included.
- Data are not included from 534 institutions that reported neither a salary schedule nor minimum/maximum scheduled salary ranges.

The unit of analysis is the institution or each campus of institutions having more than one campus listed in the *Education Directory*. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved. Summary statistics are provided for institutions grouped by their type and enrollment in order to allow users an opportunity to assess salary conditions in similar institutions.

Full-time faculty salary schedules in effect for 1990-91 are presented in Tables 1-8. The scheduled minimum and maximum salaries for full-time faculty having a given rank or academic preparation level are shown, as well as salary schedule highs, lows, and medians.

DEFINITIONS

Salary schedule as defined in the survey questionnaire is "an officially adopted policy that designates minimum and maximum salaries for each rank, and that may also designate the number and amounts of salary increments for faculty members at each rank."

Minimum scheduled salary is defined as the beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation or faculty rank.

Maximum scheduled salary is defined as the salary listed for the final regular increment in a given faculty rank or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status.

The following are the defined categories of classification provided by the National Center of Education Statistics along with the description of the institutions within them.

Four-year institutions:

> **Doctorate-Granting Institutions** are institutions that grant a minimum of 30 doctoral-level degrees in three or more doctoral-level program areas or an interdisciplinary program at the doctorate level.
>
> **Comprehensive Institutions** are institutions that have a diverse post-baccalaureate program but the number of doctoral-level degrees grantees is fewer than 30 or in fewer than three doctoral level programs. Also, these institutions grant a minimum of 30 post-baccalaureate degrees either in three or more post-baccalaureate programs or an interdisciplinary program at the post-baccalaureate level.
>
> **General Baccalaureate Institutions** are institutions that have a primary emphasis upon undergraduate baccalaureate education. These institutions either grant baccalaureate degrees in three or more baccalaureate programs or offer a baccalaureate program in interdisciplinary studies. Also, more than 75 percent of the degrees awarded are at the baccalaureate level or above.

Professional and Specialized Institutions are baccalaureate or post-baccalaureate institutions that have a program emphasis in one area, usually a professional field. They grant over 60 percent of their degrees in one field or grant degrees in fewer than five baccalaureate programs. Subclassifications of their grouping include the following: Divinity, medical, other health, engineering, business and management, art-music-design, law, education, U.S. service schools, and other specialized or professional schools.

Two-year institutions:

Two-year Institutions are defined as institutions that confer at least 75 percent of their degrees and awards for work below the baccalaureate level.

TABLE 1.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND PREPARATION LEVEL
1990-91

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 9- AND 10-MONTH TERMS			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	23	$20,143	$19,100	$16,000	$27,324
ENROLLMENT 1,000-1,999	63	20,604	20,220	15,692	32,723
ENROLLMENT 2,000 AND OVER .	229	22,992	22,599	14,402	30,838
TOTAL	315	22,306	22,070	14,402	32,723
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	22	22,363	20,993	17,000	30,648
ENROLLMENT 1,000-1,999	65	22,398	22,198	16,431	34,097
ENROLLMENT 2,000 AND OVER .	283	25,234	25.404	15,456	34,251
TOTAL	370	24,565	24,775	15,456	34,251
SIX YEARS					
ENROLLMENT UNDER 1,000	18	23,934	23,016	18,000	35,664
ENROLLMENT 1,000-1,999	54	23,905	23,376	17,296	35,919
ENROLLMENT 2,000 AND OVER .	211	27,464	27,185	16,640	35,964
TOTAL	283	26,560	26,532	16,640	35,964
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	17	25,492	23,522	19,000	38,592
ENROLLMENT 1,000-1,999	54	25,622	25,273	18,587	42,902
ENROLLMENT 2,000 AND OVER .	255	30,315	29,587	17,723	42,902
TOTAL	326	29,286	28,936	17,723	42,902
MAXIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	22	28,742	26,900	19,700	41,028
ENROLLMENT 1,000-1,999	61	30,164	30,061	17,990	39,995
ENROLLMENT 2,000 AND OVER .	208	34,795	35,466	22,430	53,324
TOTAL	291	33,367	34,112	17,990	53,324
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	21	34,160	31,530	24,500	50,676
ENROLLMENT 1,000-1,999	63	34,193	35,000	24,733	46,903
ENROLLMENT 2,000 AND OVER .	263	39,360	40,390	25,207	54,787
TOTAL	347	38,108	38,819	24,500	54,787
SIX YEARS					
ENROLLMENT UNDER 1,000	18	36,500	34,276	25,500	55,434
ENROLLMENT 1,000-1,999	52	36,885	37,000	26,814	49,295
ENROLLMENT 2,000 AND OVER .	200	42,978	42,740	25,840	57,064
TOTAL	270	41,373	41,904	25,500	57,064
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	16	40,653	39,450	26,500	56,811
ENROLLMENT 1,000-1,999	52	39,276	39,547	27,377	52,328
ENROLLMENT 2,000 AND OVER .	243	47,462	47,410	28,800	68,933
TOTAL	311	45,743	46,310	26,500	68,933

TABLE 2.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
12-MONTH TERM
BY ENROLLMENT AND PREPARATION LEVEL
1990-91

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 12-MONTH TERM			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
		MINIMUM SALARIES			
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	9	$22,836	$20,376	$18,091	$29,976
ENROLLMENT 1,000-1,999	9	19,539	18,091	18,034	23,580
ENROLLMENT 2,000 AND OVER .	26	22,356	21,501	18,091	30,276
TOTAL	44	21,878	20,932	18,034	30,276
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	6	28,248	31,020	21,777	31,332
ENROLLMENT 1,000-1,999	3	22,166	23,076	19,421	24,001
ENROLLMENT 2,000 AND OVER .	18	26,028	26,015	19,834	33,108
TOTAL	27	26,092	25,593	19,421	33,108
SIX YEARS					
ENROLLMENT UNDER 1,000	5	31,115	35,052	22,555	35,400
ENROLLMENT 1,000-1,999	1	20,114	20,114	20,114	20,114
ENROLLMENT 2,000 AND OVER .	8	29,068	27,842	21,060	36,204
TOTAL	14	29,160	27,842	20,114	36,204
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	5	35,948	38,904	23,333	39,300
ENROLLMENT 1,000-1,999	2	24,612	24,612	20,808	28,416
ENROLLMENT 2,000 AND OVER .	15	29,717	28,188	23,592	39,600
TOTAL	22	30,669	28,628	20,808	39,600
		MAXIMUM SALARIES			
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	6	37,287	36,936	34,999	39,840
ENROLLMENT 1,000-1,999	3	31,927	33,086	28,434	34,260
ENROLLMENT 2,000 AND OVER .	14	37,031	35,114	25,655	50,183
TOTAL	23	36,432	36,372	25,655	50,183
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	6	42,349	42,480	39,199	44,436
ENROLLMENT 1,000-1,999	3	33,486	34,601	29,821	36,036
ENROLLMENT 2,000 AND OVER .	15	40,962	39,047	27,862	53,311
TOTAL	24	40,374	39,496	27,862	53,311
SIX YEARS					
ENROLLMENT UNDER 1,000	5	47,504	48,504	40,599	50,208
ENROLLMENT 1,000-1,999	1	30,514	30,514	30,514	30,514
ENROLLMENT 2,000 AND OVER .	6	42,764	39,228	29,777	56,428
TOTAL	12	43,718	44,300	29,777	56,428
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	8	51,314	51,723	41,999	55,728
ENROLLMENT 1,000-1,999	8	45,192	50,166	31,208	50,166
ENROLLMENT 2,000 AND OVER .	21	47,013	50,166	31,737	59,564
TOTAL	37	47,549	50,166	31,208	59,564

TABLE 3.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1990-91

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 9- AND 10-MONTH TERMS			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
		MINIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	31	$22,717	$22,888	$19,500	$28,405
ENROLLMENT 1,000-1,999	38	23,041	22,888	15,000	29,532
ENROLLMENT 2,000 AND OVER .	143	23,151	23,121	12,800	33,500
TOTAL	212	23,068	22,888	12,800	33,500
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	31	25,689	25,090	21,500	33,287
ENROLLMENT 1,000-1,999	37	25,642	25,090	17,000	33,287
ENROLLMENT 2,000 AND OVER .	138	25,782	25,633	14,000	36,255
TOTAL	206	25,743	25,090	14,000	36,255
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	31	29,444	27,292	23,000	38,814
ENROLLMENT 1,000-1,999	36	28,630	27,292	19,000	38,814
ENROLLMENT 2,000 AND OVER .	138	29,099	29,035	15,500	41,520
TOTAL	205	29,068	27,726	15,500	41,520
PROFESSOR					
ENROLLMENT UNDER 1,000	29	34,484	30,320	27,454	45,068
ENROLLMENT 1,000-1,999	31	33,357	30,320	21,000	45,000
ENROLLMENT 2,000 AND OVER .	133	33,296	33,562	18,000	47,250
TOTAL	193	33,485	33,100	18,000	47,250
		MAXIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	27	31,851	30,888	22,302	43,524
ENROLLMENT 1,000-1,999	34	33,156	32,194	24,000	47,916
ENROLLMENT 2,000 AND OVER .	128	35,723	34,094	18,841	58,287
TOTAL	189	34,708	32,983	18,841	58,287
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	27	34,867	33,090	24,175	51,246
ENROLLMENT 1,000-1,999	33	36,167	36,000	26,000	46,572
ENROLLMENT 2,000 AND OVER .	125	40,620	38,934	26,130	63,593
TOTAL	185	38,986	37,695	24,175	63,593
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	27	38,694	35,800	26,985	60,606
ENROLLMENT 1,000-1,999	32	39,833	38,200	28,000	52,551
ENROLLMENT 2,000 AND OVER .	124	45,838	44,998	30,440	69,788
TOTAL	183	43,734	42,407	26,985	69,788
PROFESSOR					
ENROLLMENT UNDER 1,000	26	42,352	39,120	20,280	75,098
ENROLLMENT 1,000-1,999	27	44,343	39,120	30,000	58,320
ENROLLMENT 2,000 AND OVER .	117	52,641	50,881	34,371	86,103
TOTAL	170	49,750	47,119	20,280	86,103

TABLE 4.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
12-MONTH TERM
BY ENROLLMENT AND FACULTY RANK
1990-91

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 12-MONTH TERM MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	2	$24,852	$24,852	$24,852	$24,852
ENROLLMENT 1,000-1,999	...	...	...	...	...
ENROLLMENT 2,000 AND OVER .	20	24,943	25,444	18,024	38,155
TOTAL	22	24,934	24,852	18,024	38,155
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	2	26,544	26,544	26,544	26,544
ENROLLMENT 1,000-1,999	...	...	...	...	...
ENROLLMENT 2,000 AND OVER .	16	28,246	28,142	25,000	41,827
TOTAL	18	28,057	27,240	25,000	41,827
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	2	28,332	28,332	28,332	28,332
ENROLLMENT 1,000-1,999	...	...	...	...	...
ENROLLMENT 2,000 AND OVER .	16	34,208	34,226	28,332	46,998
TOTAL	18	33,555	31,144	28,332	46,998
PROFESSOR					
ENROLLMENT UNDER 1,000	...	...	...	...	...
ENROLLMENT 1,000-1,999	...	...	...	...	...
ENROLLMENT 2,000 AND OVER .	15	41,476	46,310	25,620	55,047
TOTAL	15	41,476	46,310	25,620	55,047
MAXIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	2	45,168	45,168	45,168	45,168
ENROLLMENT 1,000-1,999	...	...	...	...	...
ENROLLMENT 2,000 AND OVER .	18	39,309	39,080	21,996	55,110
TOTAL	20	39,895	39,080	21,996	55,110
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	2	48,228	48,228	48,228	48,228
ENROLLMENT 1,000-1,999	...	...	...	...	...
ENROLLMENT 2,000 AND OVER .	15	46,408	49,026	36,286	56,164
TOTAL	17	46,622	49,026	36,286	56,164
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	2	51,516	51,516	51,516	51,516
ENROLLMENT 1,000-1,999	...	...	...	...	...
ENROLLMENT 2,000 AND OVER .	15	53,602	58,129	42,033	62,348
TOTAL	17	53,356	58,129	42,033	62,348
PROFESSOR					
ENROLLMENT UNDER 1,000	...	...	...	...	...
ENROLLMENT 1,000-1,999	...	...	...	...	...
ENROLLMENT 2,000 AND OVER .	14	61,080	70,110	33,636	74,401
TOTAL	14	61,080	70,110	33,636	74,401

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TABLE 5.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MINIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1990-91

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	49	45	42	136
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	$20,493	$21,818	$20,679	$20,989
MEDIAN	20,546	22,160	20,291	21,000
LOW	14,018	14,719	10,817	10,817
HIGH	26,114	28,000	26,190	28,000
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	52	47	51	150
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	24,979	26,138	26,814	25,966
MEDIAN	25,065	26,935	26,935	26,768
LOW	17,183	18,042	18,042	17,183
HIGH	35,900	35,900	35,900	35,900
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	52	47	51	150
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	30,106	31,214	32,809	31,372
MEDIAN	30,570	32,000	32,740	31,000
LOW	19,444	20,416	20,416	19,444
HIGH	43,100	43,100	43,100	43,100
PROFESSOR				
NUMBER OF INSTITUTIONS	52	47	49	148
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	36,284	37,857	39,657	37,900
MEDIAN	37,134	38,256	39,796	37,917
LOW	22,550	24,310	24,310	22,550
HIGH	51,400	51,400	51,400	51,400

TABLE 6.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1990-91

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	39	43	31	113
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	$35,236	$36,199	$35,227	$35,600
MEDIAN	35,709	36,688	35,975	35,975
LOW	18,841	18,841	18,841	18,841
HIGH	71,323	50,000	50,120	71,323
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	41	46	38	125
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	43,957	45,904	45,906	45,266
MEDIAN	45,000	47,922	45,600	45,600
LOW	24,896	26,130	26,130	24,896
HIGH	76,087	59,300	63,000	76,087
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	41	46	38	125
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	52,997	54,550	55,413	54,303
MEDIAN	55,000	58,577	55,300	55,300
LOW	28,170	33,453	33,453	28,170
HIGH	95,108	78,000	78,000	95,108
PROFESSOR				
NUMBER OF INSTITUTIONS	39	46	33	118
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	63,775	68,442	75,021	68,740
MEDIAN	64,000	64,000	77,765	64,500
LOW	33,541	39,837	39,837	33,541
HIGH	91,300	94,300	94,300	94,300

TABLE 7.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MINIMUM SALARIES
9- AND 10-MONTH TERMS
BY FACULTY RANK AND TYPE OF INSTITUTION
1990-91

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	19	72	36	9
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	$19,750	$21,477	$20,822	$20,367
MEDIAN	19,500	22,160	21,354	20,546
LOW	16,188	10,817	14,018	14,719
HIGH	24,852	28,000	26,190	23,000
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	29	72	36	13
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	27,627	25,828	24,691	26,554
MEDIAN	25,900	26,935	25,209	25,262
LOW	19,466	18,042	17,183	18,042
HIGH	35,900	33,000	30,748	35,900
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	29	72	36	13
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	33,989	31,066	29,474	32,486
MEDIAN	33,000	31,000	30,545	31,000
LOW	25,000	20,416	19,444	20,416
HIGH	43,100	38,000	36,379	43,100
PROFESSOR				
NUMBER OF INSTITUTIONS	28	71	36	13
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	41,239	37,580	35,285	39,698
MEDIAN	40,250	37,520	35,509	39,132
LOW	28,285	24,310	22,550	24,310
HIGH	51,400	47,470	45,068	51,400

TABLE 8.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY FACULTY RANK AND TYPE OF INSTITUTION
1990-91

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	13	66	29	5
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	$37,835	$36,297	$32,535	$38,360
MEDIAN	37,251	35,988	33,088	37,251
LOW	23,900	18,841	18,841	18,841
HIGH	71,323	52,800	50,000	50,000
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	21	67	29	8
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	48,975	45,702	40,501	49,142
MEDIAN	45,600	46,195	40,227	53,984
LOW	31,000	26,130	24,896	26,130
HIGH	76,087	63,000	56,000	56,000
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	21	67	29	8
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	59,972	54,805	49,512	56,773
MEDIAN	55,300	54,672	48,901	60,000
LOW	38,225	33,453	28,170	33,453
HIGH	95,108	78,000	78,000	64,730
PROFESSOR				
NUMBER OF INSTITUTIONS	17	65	28	8
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	86,272	67,408	59,802	73,586
MEDIAN	91,300	64,000	59,436	76,073
LOW	50,000	38,374	33,541	39,837
HIGH	94,300	94,300	86,103	91,300

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES
1201 Sixteenth Street, Northwest, Washington, D.C. 20036

Research

January 1991

1990-91 College and University Faculty Salary Policies Survey

Correct address if necessary:

1. In many institutions, persons other than instructional faculty are defined as "faculty" within the institution's salary policy. Please mark the box for each group classified at your institution as faculty.

	Faculty		Faculty
1. Librarians	1❑	6. Athletic Coaches	6❑
2. Student Counselors	2❑	7. Lab school staff	7❑
3. Financial Aid Counselors	3❑	8. Physicians	8❑
4. Research Assistants	4❑	9. Assistant Deans	9❑
5. Graduate Assistants	5❑	10. Research Faculty	10❑

2. A Salary Schedule is defined as an officially adopted policy that designates minimum and maximum salaries for each rank or level of preparation, and that may also designate the number and amounts of salary increments for faculty members at each rank or level of preparation.

   a. Does your institution maintain an officially adopted salary schedule for full-time faculty?
      1❑ Yes (Please complete b. through f. below.)
      2❑ No (Skip to Question 3.)

   b. What is the term of your salary schedule for the majority of full-time faculty? (Check ONE.)
      1❑ 9-month
      2❑ 10-month
      3❑ 12-month

   c. What is the basis of your salary schedule for full-time faculty? (Check ONE.)
      1❑ Based on rank (complete d. and f. below)
      2❑ Based on preparation (complete e. and f. below)
      3❑ Other basis (Go to question 3.)

Please enter the minimum and maximum scheduled annual salary for each rank or level of preparation plus the total number of steps for each rank or level.

Full-Time Faculty Salary Schedule for 1990-91

d. Faculty Rank:	Minimum	Maximum	No. of Steps
Instructor			
Assistant Professor			
Associate Professor			
Professor			

e. Level of preparation:	Minimum	Maximum	No. of Steps
Bachelor's degree			
Master's degree			
Master's plus 30 hours			
Doctor's degree			

   f. Overall, have these actual scheduled amounts increased from 1989-90?
      1❑ Yes, by _____% (Average) 2❑ No

OVER . . .

3. Whether you have a formal salary schedule or not, are salaries at your institution determined fully or in part (within the available salary pool) by private negotiations between individual faculty and university administrators? (Please check ONE.)

[1]❑ Yes, faculty salaries are determined entirely by private negotiations between faculty and administrators, within the boundaries of the available salary pool.

[2]❑ Yes, faculty salaries are determined partially by private negotiations between faculty and administrators, within the boundaries of the available salary pool.

[3]❑ No, private negotiations play no part in faculty salary determination.

4. Is merit a factor in determining faculty salary increases at your institution?

[1]❑ Yes, faculty salary increases are determined entirely on the basis of merit.

[2]❑ Yes, faculty salary increases are determined partially on the basis of merit.

[3]❑ No, merit is not a factor in determining faculty salary increases. (Go to question 5.)

IF YES:

a. Is the merit pay plan at your institution a formal (written) policy?

[1]❑ Yes [2]❑ No

b. IF SO, does this formal policy include criteria for determining merit?

[1]❑ Yes [2]❑ No

5. Are market differentials a factor in determining faculty salaries, i.e., higher salaries for faculty in some disciplines such as engineering, business, computer science, etc.?

[1]❑ Yes [2]❑ No

6. Within the last five years, have salaries for women and/or minority faculty at your institution been affected by equity provisions designed to remedy the effects of past practices?

[1]❑ Yes, for women only
[2]❑ Yes, for minorities only
[3]❑ Yes, for women and minorities
[4]❑ No, neither

7. Is your faculty organized for purposes of collective bargaining?

[1]❑ Yes [2]❑ No

8. Does your institution have a collective bargaining contract for the 1990-91 academic year for full-time faculty?

[1]❑ Yes [2]❑ No [3]❑ Negotiations are in progress

9. Please indicate the grand total of full-time plus part-time students enrolled for credit in your institution as of October 15, 1990. _____ number of students (Headcount).

Please return the following in the postage paid envelope provided:
1. The completed questionnaire, and
2. A copy of your 1990-91 salary schedule

Thank you for your assistance.

APPENDIX B

TOTAL RESPONDING TWO-YEAR INSTITUTIONS

ABRAHAM BALDWIN AGRL C, GA
ADIRONDACK CC, NY
AIKEN TECHNICAL COLLEGE, SC
AIMS CC, CO
AL AVIATION & TECH-MOBILE, AL
AL AVIATION AND TECH COLL, AL
ALABAMA TECHNICAL COLLEGE, AL
ALAMANCE CC, NC
ALBUQUERQUE TECH-VOC INST, NM
ALEXANDER CITY ST JR COLL, AL
ALEXANDRIA TECH COLLEGE, MN
ALLAN HANCOCK COLLEGE, CA
ALPENA CC, MI
ALVIN CC, TX
AMARILLO COLLEGE, TX
AMERICAN RIVER COLLEGE, CA
ANGELINA COLLEGE, TX
ANNE ARUNDEL CC, MD
ANOKA-RAMSEY CC, MN
ANSON CC, NC
ANTELOPE VALLEY COLLEGE, CA
ARAPAHOE CC, CO
ARIZONA WESTERN COLLEGE, AZ
ARKANSAS ST U-BEEBE BRNCH, AR
ARROWHEAD CC-HIBBING CAMP, MN
ASHEVL BUNCOMBE TECH COLL, NC
ASHLAND CC, KY
ASNUNTUCK CC, CT
ATLANTA METROPOLITAN COLL, GA
ATLANTIC CC, NJ
AUSTIN CC, MN
AUSTIN CC, TX
BAKERSFIELD COLLEGE, CA
BARSTOW COLLEGE, CA
BAY DE NOC CC, MI
BEAUFORT CO CC, NC
BEE COUNTY COLLEGE, TX
BELLEVILLE AREA COLLEGE, IL
BELLEVUE CC, WA
BELMONT TECHNICAL COLLEGE, OH
BERGEN CC, NJ
BERKSHIRE CC, MA
BESSEMER ST TECH COLL, AL
BIG BEND CC, WA
BISMARCK STATE COLLEGE, ND
BLACK HAWK C EAST CAMPUS, IL
BLACK HAWK C QUAD-CITIES, IL
BLACKHAWK TECH COLL, WI
BLADEN CC, NC
BLUE HILLS REG TECH INST, MA
BLUE MOUNTAIN CC, OR
BLUE RIDGE CC, NC
BLUE RIDGE CC, VA
BOSSIER PARISH CC, LA
BRAINERD CC, MN
BREVARD CC, FL
BREWER STATE JR COLL, AL
BRISTOL CC, MA
BROOKDALE CC, NJ
BROOKHAVEN COLLEGE, TX
BROOME CC, NY
BROWARD CC, FL
BRUNSWICK CC, NC
BRUNSWICK COLLEGE, GA
BUCKS COUNTY CC, PA
BUNKER HILL CC, MA
BURLINGTON CC, NJ
BUTLER CO CC, KS
BUTLER CO CC, PA
BWLNG GRN ST U FIREFIELDS, OH
CA FREDD ST TECH COLL, AL
CABRILLO COLLEGE, CA
CALDWELL CC AND TECH INST, NC
CAMDEN CC, NJ
CAPE COD CC, MA
CAPE FEAR CC, NC
CARL ALBERT JR COLLEGE, OK
CARL SANDBURG COLLEGE, IL
CARTERET CC, NC
CARVER STATE TECH COLL, AL
CASPER COLLEGE, WY
CATAWBA VALLEY CC, NC
CATONSVILLE CC, MD
CAYUGA CO CC, NY
CC ALLEGHENY CO CNTR-NOR, PA
CC ALLEGHENY COUNTY, PA
CC OF ALLEG CO BOYCE CAM, PA
CC OF ALLEG CO SOUTH CAM, PA
CC OF AURORA, CO
CC OF BEAVER COUNTY, PA
CC OF RHODE ISLAND, RI
CC OF THE AIR FORCE, AL
CC OF THE FINGER LAKES, NY
CC OF VERMONT, VT
CECIL CC, MD
CEDAR VALLEY COLLEGE, TX
CENTRAL CAROLINA CC, NC
CENTRAL CC - COLUMBUS, NE
CENTRAL CC - GRAND ISLE, NE
CENTRAL CC - HASTINGS, NE
CENTRAL MAINE TECH COLL, ME
CENTRAL OHIO TECH COLL, OH
CENTRAL OREGON CC, OR
CENTRAL TEXAS COLLEGE, TX
CENTRAL VA CC, VA
CENTRAL WYOMING COLLEGE, WY
CENTRALIA COLLEGE, WA
CERRITOS COLLEGE, CA
CERRO COSO CC, CA
CHABOT-LAS POSITAS CC, CA
CHAFFEY CC, CA
CHARLES CO CC, MD
CHATTAHOOCHEE TECH INST, GA
CHATTAHOOCHEE VALLEY CC, AL
CHATTANOOGA ST TECH CC, TN
CHAUNCEY SPARKS ST TECH C, AL
CHEMEKETA CC, OR
CHESAPEAKE COLLEGE, MD
CHESTERFLD-MARLBORO TECH, SC
CHIPPEWA VALLEY TECH COLL, WI
CINCINNATI TECH COLLEGE, OH
CISCO JUNIOR COLLEGE, TX
CITRUS COLLEGE, CA
CITY C CHGO CITY-WIDE, IL
CITY C CHGO KENNEDY-KING, IL
CITY C CHGO OLIVE-HARVEY, IL
CITY C CHGO-DALEY COLL, IL
CITY C CHGO-H WASHINGTON, IL
CITY C CHGO-MALCOLM X, IL
CITY C CHGO-TRUMAN C, IL
CITY C CHGO-WRIGHT COLL, IL
CITY COLL OF SN FRANCISCO, CA
CLACKAMAS CC, OR
CLARENDON COLLEGE, TX
CLARION U OF PA-VENANGO, PA
CLARK CO CC, NV
CLARK COLLEGE, WA
CLATSOP CC, OR
CLEVELAND CC, NC
CLEVELAND ST CC, TN
CLINTON CC, IA
CLINTON CC, NY
CLOUD CO CC, KS
COASTAL CAROLINA CC, NC
COASTLINE CC, CA
COCHISE COLLEGE, AZ
COFFEYVILLE CC, KS
COLBY CC, KS
COLL OF THE ALBEMARLE, NC
COLLEGE OF DU PAGE, IL
COLLEGE OF EASTERN UTAH, UT
COLLEGE OF SOUTHERN IDAHO, ID
COLLEGE OF THE CANYONS, CA
COLLEGE OF THE DESERT, CA
COLLEGE OF THE MAINLAND, TX
COLLEGE OF THE REDWOODS, CA
COLLEGE OF THE SEQUOIAS, CA
COLLEGE OF THE SYSKIYOUS, CA
COLORADO NORTHWESTERN CC, CO
COLUMBIA BASIN COLLEGE, WA
COLUMBIA C-COLUMBIA, CA
COLUMBIA STATE CC, TN
COLUMBIA-GREENE CC, NY
CONNORS STATE COLLEGE, OK
CONTRA COSTA COLLEGE, CA
COOKE COUNTY COLLEGE, TX
CORNING CC, NY
COSUMNES RIVER COLLEGE, CA
COUNTY COLLEGE OF MORRIS, NJ
COWLEY COUNTY CC, KS
CRAVEN CC, NC
CROWDER COLLEGE, MO
CUESTA CC, CA
CUMBERLAND COUNTY COLLEGE, NJ
CUNY BORO OF MANHATTAN CC, NY
CUNY BRONX CC, NY
CUNY HOSTOS CC, NY
CUNY KINGSBOROUGH CC, NY
CUNY LA GUARDIA CC, NY
CUNY NEW YORK CITY TECH C, NY
CUNY QUEENSBOROUGH CC, NY
CUYAHOGA CC DISTRICT, OH
CYPRESS COLLEGE, CA
DABNEY S LANCASTER CC, VA
DAKOTA CO TECH COLLEGE, MN
DALTON COLLEGE, GA
DANVILLE AREA CC, IL
DANVILLE CC, VA
DARTON COLLEGE, GA
DAVIDSON CO CC, NC
DAWSON CC, MT
DAYTONA BEACH CC, FL
DEKALB COLLEGE, GA
DEKALB TECHNICAL INST, GA
DEL MAR COLLEGE, TX
DEL TECH & CC TERRY CAMP, DE
DEL TECH & CC-STHN CAMPUS, DE
DEL TECH CC STAN-WILMGTN, DE
DELAWARE CO CC, PA
DELTA COLLEGE, MI
DENMARK TECHNICAL COLLEGE, SC
DES MOINES CC, IA
DIABLO VALLEY COLLEGE, CA
DODGE CITY CC, KS
DOUGLAS MACARTHUR ST TE C, AL
DUNDALK CC, MD
DURHAM TECHNICAL CC, NC
DUTCHESS CC, NY
DYERSBURG STATE CC, TN
EAST ARKANSAS CC, AR
EAST CENTRAL CC, MS
EAST CENTRAL COLLEGE, MO
EAST GEORGIA COLLEGE, GA
EAST LA COLLEGE, CA
EAST MISSISSIPPI CC, MS
EASTERN IOWA CC DIST, IA
EASTERN MAINE TECH COLL, ME
EASTERN NM U - ROSWELL, NM
EASTERN OK STATE COLL, OK
EASTERN SHORE CC, VA
EASTERN WYOMING COLLEGE, WY
EASTFIELD COLLEGE, TX
EDGECOMBE CC, NC
EDISON CC, FL
EDISON STATE CC, OH
EDMONDS CC, WA
EL CAMINO COLLEGE, CA
EL CENTRO COLLEGE, TX
EL PASO CC, TX
EL RENO JUNIOR COLLEGE, OK
ELIZABETHTOWN CC, KY
ELLSWORTH CC, IA
ENTERPRISE ST JR COLL, AL
ERIE CC CITY CAMPUS, NY
ERIE CC NORTH CAMPUS, NY
ERIE CC SOUTH CAMPUS, NY
ESSEX COUNTY COLLEGE, NJ
EVERETT CC, WA
EVERGREEN VALLEY COLLEGE, CA
FAULKNER STATE JR COLL, AL
FAYETTEVILLE TECH CC, NC
FERGUS FALLS CC, MN
FL CC - JACKSONVILLE, FL
FLATHEAD VALLEY CC, MT
FLORENCE DARLINGTON TECH, SC
FLORIDA KEYS CC, FL
FLOYD COLLEGE, GA
FORSYTH TECH CC, NC
FORT BETHOLD CC, ND
FORT PECK CC, MT
FOX VALLEY TECH COLL, WI
FRANKLIN INST OF BOSTON, MA
FREDERICK CC, MD
FRESNO CITY COLLEGE, CA
FT SCOTT CC, KS
FULLERTON COLLEGE, CA
FULTON-MONTGOMERY CC, NY
GADSDEN STATE CC, AL
GAINESVILLE COLLEGE, GA
GALVESTON COLLEGE, TX
GARDEN CITY CC, KS
GARRETT CC, MD
GATEWAY CC, AZ
GATEWAY TECHNICAL COLL, WI
GAVILAN COLLEGE, CA
GENESEE CC, NY
GEO C WALLACE ST CC-DOTHN, AL
GEO C WALLACE ST CC-HANCE, AL
GEO C WALLACE ST CC-SELMA, AL
GERMANNA CC, VA
GLEN OAKS CC, MI
GLENDALE CC, AZ
GLENDALE CC, CA
GLOUCESTER COUNTY COLLEGE, NJ
GOGEBIC CC, MI
GOLDEN WEST COLLEGE, CA
GORDON COLLEGE, GA
GRAYS HARBOR COLLEGE, WA
GRAYSON CO COLLEGE, TX
GREATER HARTFORD CC, CT
GREEN RIVER CC, WA
GREENFIELD CC, MA
GREENVILLE TECH COLLEGE, SC
GRTR NEW HAVEN TECH COLL, CT
GUILFORD TECHNICAL CC, NC
GULF COAST CC, FL
GWINNETT TECH INST, GA
HALIFAX CC, NC
HARFORD CC, MD
HARRISBURG AREA CC, PA
HARRY M AYERS ST TECH C, AL
HARTFORD STATE TECH COLL, CT
HARTNELL COLLEGE, CA
HAWKEYE INST TECHNOLOGY, IA
HAYWOOD CC, NC
HAZARD CC, KY
HEART OF GEORGIA TECH, GA
HENDERSON CC, KY
HERKIMER CO CC, NY
HIBBING CC, MN

HIGHLAND CC, IL
HIGHLAND PARK CC, MI
HIGHLINE CC, WA
HILLSBOROUGH CC, FL
HINDS CC - JACKSON, MS
HINDS CC - PEARL, MS
HINDS CC - RAYMOND CAMPUS, MS
HINDS CC - UTICA, MS
HINDS CC - VICKSBURG, MS
HOBSON STATE TECH COLL, AL
HOLYOKE CC, MA
HONOLULU CC, HI
HOPKINSVILLE CC, KY
HORRY-GEORGETOWN TECH C, SC
HOUSATONIC CC, CT
HOUSTON CC, TX
HOWARD CC, MD
HOWARD CO JC DIST, TX
HUDSON CO CC, NJ
HUDSON VALLEY CC, NY
HUTCHINSON CC, KS
IL CENTRAL COLLEGE, IL
IL ESTN CC FRONTIER CC, IL
IL ESTN CC LINCOLN TRAIL, IL
IL ESTN CC OLNEY CEN C, IL
IL ESTN CC WABASH VLY C, IL
IMPERIAL VALLEY COLLEGE, CA
IN VOC TEC C-COLUMBUS TE, IN
IN VOC TEC C-E CENT TECH, IN
IN VOC TEC C-KOKOMO TECH, IN
IN VOC TEC C-LAF TECH, IN
IN VOC TEC C-NE TECH, IN
IN VOC TEC C-STHCENT TEC, IN
IN VOC TEC C-STHWST TECH, IN
IN VOC TECH COL-CENTRAL, IN
IN VOC TECH COL-N CENTRAL, IN
IN VOC TECH COL-NTHWST, IN
IN VOC TECH COL-STHEST, IN
IN VOC TECH-WABASH VLY, IN
IN VOC TECH-WHITEWATER, IN
IND U OF PA-ARMSTRONG CAM, PA
IND U OF PA-PUNXSUTAWNEY, PA
INDEPENDENCE CC, KS
INDIAN HILLS CC, IA
INDIAN RIVER CC, FL
INDIAN VALLEY COLLEGE, CA
INST AMERICAN INDIAN ARTS, NM
INVER HILLS CC, MN
IOWA CENTRAL CC, IA
IOWA LAKES CC, IA
IOWA VALLEY CC, IA
IOWA WESTERN CC, IA
IRVINE VALLEY COLLEGE, CA
ISOTHERMAL CC, NC
ITASCA CC, MN
ITAWAMBA CC, MS
J F DRAKE ST TECH COLL, AL
J SARGEANT REYNOLDS CC, VA
JACKSON CC, MI
JACKSON STATE CC, TN
JAMES SPRUNT CC, NC
JAMESTOWN CC, NY
JAMESTOWN CC-N UNION, NY
JEFFERSON CC, KY
JEFFERSON CC, NY
JEFFERSON COLLEGE, MO
JEFFERSON DAVIS STATE JC, AL
JEFFERSON ST JR COLLEGE, AL
JEFFERSON TECH COLLEGE, OH
JOHN A LOGAN COLLEGE, IL
JOHN C CALHOUN ST CC, AL
JOHN M PATTERSON ST TECH, AL
JOHN TYLER CC, VA
JOHN WOOD CC, IL
JOHNSON CO CC, KS
JOLIET JUNIOR COLLEGE, IL
KALAMAZOO VALLEY CC, MI
KANSAS CITY KANSAS CC, KS
KANSAS COLLEGE OF TECH, KS
KAPIOLANI CC, HI
KASKASKIA COLLEGE, IL
KAUAI CC, HI
KELLOGG CC, MI
KENNEBEC VLY VOC-TECH, ME
KENT ST U ASHTABULA, OH
KENT ST U E LIVERPOOL, OH
KENT ST U GEAGA, OH
KENT ST U SALEM, OH
KENT ST U STARK, OH
KENT ST U TRUMBULL, OH
KENT ST U TUSCARAWS, OH
KILGORE COLLEGE, TX
KINGS RIVER CC, CA
KIRKWOOD CC, IA
KIRTLAND CC, MI
KISHWAUKEE COLLEGE, IL
LA CITY COLLEGE, CA
LA HARBOR COLLEGE, CA
LA MISSION COLL, CA
LA PIERCE COLLEGE, CA
LA SOUTHWEST COLLEGE, CA
LA STATE U ALEXANDRIA, LA
LA STATE U EUNICE, LA
LA TR TECH COLLEGE, CA
LA VALLEY COLLEGE, CA
LABETTE CC, KS
LAKE CITY CC, FL
LAKE LAND COLLEGE, IL
LAKE MICHIGAN COLLEGE, MI
LAKE TAHOE CC, CA
LAKELAND CC, OH
LAKESHORE VTAE DIST, WI
LAKEWOOD CC, MN
LAMAR U-ORANGE, TX
LAMAR U-PORT ARTHUR, TX
LANE CC, OR
LANIER TECHNICAL INST, GA
LANSING CC, MI
LARAMIE CO CC, WY
LAREDO JUNIOR COLLEGE, TX
LAS POSITAS COLLEGE, CA
LAWSON STATE CC, AL
LEEWARD CC, HI
LEHIGH CO CC, PA
LENOIR CC, NC
LEWIS AND CLARK CC, IL
LEXINGTON CC, KY
LIMA TECHNICAL COLLEGE, OH
LINCOLN LAND CC, IL
LINN-BENTON CC, OR
LITTLE BIG HORN COLLEGE, MT
LITTLE HOOP CC, ND
LONG BEACH CITY COLLEGE, CA
LONGVIEW CC, MO
LORD FAIRFAX CC, VA
LOS MEDANOS COLLEGE, CA
LOWER COLUMBIA COLLEGE, WA
LURLEEN B WALLACE ST JC, AL
LUZERNE CO CC, PA
MACOMB CC, MI
MADISONVILLE CC, KY
MANCHESTER CC, CT
MAPLE WOODS CC, MO
MARIN CC DIST, CA
MARION TECHNICAL COLLEGE, OH
MARTIN CC, NC
MASSACHUSETTS BAY CC, MA
MASSASOIT CC, MA
MATTATUCK CC, CT
MAUI CC, HI
MAYLAND CC, NC
MAYSVILLE CC, KY
MCCOOK CC, NE
MCDOWELL TECHNICAL CC, NC
MCHENRY COUNTY COLLEGE, IL
MENDOCINO COLLEGE, CA
MERCED COLLEGE, CA
MERCER CO CC, NJ
MESA CC, AZ
MESABI CC, MN
METROPOLITAN TECH CC AREA, NE
MIAMI U-HAMILTON, OH
MIAMI U-MIDDLETOWN, OH
MID MICHIGAN CC, MI
MID PLAINS CC, NE
MIDDLE GEORGIA COLLEGE, GA
MIDDLESEX CC, CT
MIDDLESEX CC, MA
MIDDLESEX COUNTY COLLEGE, NJ
MIDLANDS TECH COLLEGE, SC
MILES CC, MT
MILWAUKEE AREA VTAE DIST, WI
MINERAL AREA COLLEGE, MO
MINNEAPOLIS CC, MN
MIRA COSTA COLLEGE, CA
MISSION COLLEGE, CA
MITCHELL CC, NC
MOBERLY AREA JR COLL, MO
MODESTO JUNIOR COLLEGE, CA
MOHAVE CC, AZ
MOHAWK VALLEY CC-ROME, NY
MOHAWK VALLEY CC-UTICA, NY
MOHEGAN CC, CT
MONROE CC, NY
MONROE CO CC, MI
MONTCALM CC, MI
MONTEREY PENINSULA COLL, CA
MONTGOMERY C GERMANTOWN, MD
MONTGOMERY C ROCKVILLE, MD
MONTGOMERY C TAKOMA PARK, MD
MONTGOMERY CC, NC
MONTGOMERY CO CC, PA
MOORPARK COLLEGE, CA
MORAINE VALLEY CC, IL
MORTON COLLEGE, IL
MOTLOW STATE CC, TN
MOTT CC, MI
MOUNT HOOD CC, OR
MOUNTAIN EMPIRE CC, VA
MOUNTAIN VIEW COLLEGE, TX
MS DELTA JUNIOR COLLEGE, MS
MS GULF COAST JC, MS
MT SAN ANTONIO COLLEGE, CA
MT SAN JACINTO COLLEGE, CA
MT WACHUSETT CC, MA
MUSCATINE CC, IA
MUSKEGON CC, MI
MUSKINGUM AREA TECH C, OH
N COUNTRY CC-ELIZABTHTOWN, NY
N COUNTRY CC-MALONE, NY
N COUNTRY CC-SARANAC LAKE, NY
N COUNTRY CC-TICONDEROGA, NY
N F NUNNELLY ST TECH C, AL
N HARRIS CO COLL-EST CAMP, TX
N HARRIS CO COLL-STH CAMP, TX
N HARRIS CO COLLEGE, TX
NAPA VALLEY COLLEGE, CA
NASH CC, NC
NASHVILLE STATE TECH INST, TN
NASSAU CC, NY
NAVAJO CC, AZ
NAVARRO COLLEGE, TX
ND STATE SCHOOL SCIENCE, ND
ND STATE U BOTTINEAU, ND
NEBRASKA INDIAN CC, NE
NEBRASKA WESTERN COLLEGE, NE
NEW MEXICO JUNIOR COLLEGE, NM
NEW MEXICO MILITARY INST, NM
NEW RIVER CC, VA
NH TECHNICAL INSTITUTE, NH
NH VOC-TECH C BERLIN, NH
NH VOC-TECH C CLAREMONT, NH
NH VOC-TECH C LACONIA, NH
NH VOC-TECH C MANCHESTER, NH
NH VOC-TECH C NASHUA, NH
NH VOC-TECH C STRATHAM, NH
NIAGARA CO CC, NY
NICOLET VTAE DIST, WI
NM STATE U ALAMOGORDO, NM
NM STATE U CARLSBAD, NM
NM STATE U DONA ANA BRNCH, NM
NM STATE U GRANTS BRANCH, NM
NORMANDALE CC, MN
NORTH CENTRAL MI COLLEGE, MI
NORTH CENTRAL TECH COLL, OH
NORTH CENTRAL TECH COLL, WI
NORTH CENTRAL TECH INST, WI
NORTH FLORIDA JR COLL, FL
NORTH HENNEPIN CC, MN
NORTH IOWA AREA CC, IA
NORTH LAKE COLLEGE, TX
NORTH SEATTLE CC, WA
NORTH SHORE CC, MA
NORTHAMPTON CO AREA CC, PA
NORTHEAST CC, NE
NORTHEAST MISS JR COLL, MS
NORTHEASTERN JR COLLEGE, CO
NORTHERN ESSEX CC, MA
NORTHERN NEVADA CC, NV
NORTHERN NEW MEXICO CC, NM
NORTHERN OKLAHOMA COLL, OK
NORTHERN VA CC, VA
NORTHLAND CC, MN
NORTHLAND PIONEER COLL, AZ
NORTHWEST CC, WY
NORTHWEST TECH COLLEGE, OH
NORTHWESTERN MI COLLEGE, MI
NORWALK CC, CT
NORWALK ST TECH COLLEGE, CT
NTHEAST AL ST JR COLL, AL
NTHEST IOWA CC, IA
NTHESTN OK AGRL-MECH COLL, OK
NTHN ME VOC TECH INST, ME
NTHWEST AL STATE CC, AL
NTHWST IOWA TECH COLL, IA
NTHWSTN CONNECTICUT CC, CT
NW AL STATE TECH COLL, AL
OAKLAND CC-AUBURN HILLS, MI
OAKLAND CC-BLMFLD HILL, MI
OAKLAND CC-HIGHLAND LAKES, MI
OAKLAND CC-OAKPART CAMP, MI
OAKLAND CC-ORCHRD RDGE, MI
OAKLAND CC-ROYAL OAK, MI
OAKTON CC, IL
OCEAN COUNTY COLLEGE, NJ
ODESSA COLLEGE, TX
OHIO ST U-AGRL TECH INST, OH
OHIO ST U-LIMA CAM, OH
OHIO ST U-MANSFIELD CAM, OH
OHIO ST U-MARION CAMPUS, OH
OHIO ST U-NEWARK CAM, OH
OHIO U BELMONT, OH
OHIO U CHILLICOTHE BR, OH
OHIO U IRONTON BRANCH, OH
OHIO U LANCASTER BRANCH, OH
OHIO U ZANESVILLE BRANCH, OH
OHLONE COLLEGE, CA
OK STATE U-TECH BRANCH, OK
OKALOOSA-WALTON CC, FL
OKLAHOMA CITY CC, OK
OLYMPIC COLLEGE, WA
ONONDAGA CC, NY
ORANGE CO CC, NY
ORANGE COAST COLLEGE, CA
ORANGEBURG CALHOUN TECH C, SC
OTERO JUNIOR COLLEGE, CO
OWENS TECHNICAL COLLEGE, OH
OXNARD COLLEGE, CA
PA COLL OF TECHNOLOGY, PA
PA ST U ALLENTOWN CAMPUS, PA
PA ST U ALTOONA CAMPUS, PA
PA ST U BEAVER CAMPUS, PA
PA ST U BERKS CAMPUS, PA
PA ST U DELAWARE CAMPUS, PA
PA ST U DUBOIS CAMPUS, PA
PA ST U FAYETTE CAMPUS, PA
PA ST U HAZLETON CAMPUS, PA
PA ST U MCKEESPORT CAMPUS, PA
PA ST U MONT ALTO CAMPUS, PA
PA ST U NEW KENSINGTN CAM, PA

PA ST U OGONTZ CAMPUS, PA
PA ST U SCHUYLKILL CAMPUS, PA
PA ST U SHENANGO VLY CAM, PA
PA ST U WILKES-BARRE CAM, PA
PA ST U WRTHGTN SCRTN CAM, PA
PA ST U YORK CAMPUS, PA
PADUCAH CC, KY
PALM BEACH CC, FL
PALO ALTO COLLEGE, TX
PALOMAR COLLEGE, CA
PAMLICO CC, NC
PAN AM U - BROWNSVILLE, TX
PANOLA COLLEGE, TX
PARIS JUNIOR COLLEGE, TX
PASSAIC CO CC, NJ
PATRICK HENRY CC, VA
PATRICK HENRY STATE JC, AL
PAUL D CAMP CC, VA
PELLISSIPPI ST TECH CC, TN
PENINSULA COLLEGE, WA
PENN VALLEY CC, MO
PENSACOLA JR COLL, FL
PHILLIPS CO CC, AR
PHOENIX COLLEGE, AZ
PIEDMONT CC, NC
PIEDMONT TECH COLLEGE, SC
PIEDMONT VA CC, VA
PIERCE COLLEGE, WA
PIKES PEAK CC, CO
PIMA CC, AZ
PIONEER CC, MO
POLK CC, FL
PORTERVILLE COLLEGE, CA
PORTLAND CC, OR
PRAIRIE STATE COLLEGE, IL
PRATT CC, KS
PRESTONSBURG CC, KY
PRINCE GEORGES CC, MD
QUINCY JUNIOR COLL, MA
QUINEBAUG VALLEY CC, CT
QUINSIGAMOND CC, MA
RAINY RIVER CC, MN
RANCHO SANTIAGO COLLEGE, CA
RANDOLPH CC, NC
RANGER JUNIOR COLLEGE, TX
RAPPAHANNOCK CC, VA
RARITAN VALLEY CC, NJ
READING AREA CC, PA
REID STATE TECH COLL, AL
RICH MOUNTAIN CC, AR
RICHLAND CC, IL
RICHLAND COLLEGE, TX
RICHMOND CC, NC
RIO SALADO CC, AZ
ROANE STATE CC, TN
ROANOKE-CHOWAN CC, NC
ROBESON CC, NC
ROCHESTER CC, MN
ROCKLAND CC, NY
ROGERS STATE COLLEGE, OK
ROGUE CC, OR
ROWAN-CABARRUS CC, NC
ROXBURY CC, MA
S D BISHOP STATE CC, AL
SACRAMENTO CITY COLLEGE, CA
SADDLEBACK COLLEGE, CA
SAINT BERNARD PARISH CC, LA
SAINT CLAIR CC, MI
SAINT PHILIP'S COLLEGE, TX
SALEM CC, NJ
SAN ANTONIO COLLEGE, TX
SAN DIEGO CITY COLLEGE, CA
SAN DIEGO MESA COLLEGE, CA
SAN DIEGO MIRAMAR COLL, CA
SAN FRANCISCO CC DIST, CA
SAN JACINTO C CENTRAL CAM, TX
SAN JACINTO C NORTH CAMP, TX
SAN JACINTO C SOUTH CAMP, TX
SAN JOAQUIN DELTA COLLEGE, CA
SAN JOSE CITY COLLEGE, CA
SAN JUAN COLLEGE, NM
SANDHILLS CC, NC
SANTA BARBARA CITY COLL, CA
SANTA FE CC, FL
SANTA FE CC, NM
SANTA MONICA COLLEGE, CA
SANTA ROSA JUNIOR COLLEGE, CA
SAUK VALLEY CC, IL
SAYRE JUNIOR COLLEGE, OK
SCHENECTADY CO CC, NY
SCHOOLCRAFT COLLEGE, MI
SCOTT CC, IA
SCOTTSDALE CC, AZ
SEATTLE CC SOUTH CAMPUS, WA
SEATTLE CENTRAL CC, WA
SEMINOLE CC, FL
SEMINOLE JUNIOR COLLEGE, OK
SEWARD CO CC, KS
SHASTA COLLEGE, CA
SHAWNEE COLLEGE, IL
SHELBY STATE CC, TN
SHELTON STATE CC, AL
SHERIDAN COLLEGE, WY
SHOALS CC, AL
SHORELINE CC, WA
SIERRA COLLEGE, CA
SINCLAIR CC, OH
SKAGIT VALLEY COLLEGE, WA
SNEAD STATE JR COLLEGE, AL
SO PUGET SOUND CC, WA
SOLANO COUNTY CC, CA
SOMERSET CC, KY
SOUTH CENTRAL CC, CT
SOUTH FLORIDA CC, FL
SOUTH GEORGIA COLLEGE, GA
SOUTH MOUNTAIN CC, AZ
SOUTHEAST CC, KY
SOUTHEAST CC-BEATRICE, NE
SOUTHEAST CC-LINCOLN, NE
SOUTHEAST CC-MILFORD, NE
SOUTHEASTERN CC, IA
SOUTHEASTERN CC, NC
SOUTHEASTERN IL COLLEGE, IL
SOUTHERN ME VOC TECH INST, ME
SOUTHSIDE VA CC, VA
SOUTHWEST MISS JR COLLEGE, MS
SOUTHWEST ST TECH COLL, AL
SOUTHWEST TEX JR COLLEGE, TX
SOUTHWEST VA CC, VA
SOUTHWESTERN CC, IA
SOUTHWESTERN COLLEGE, CA
SPARTANBURG TECH COLLEGE, SC
SPOKANE CC, WA
SPOKANE FALLS CC, WA
SPOON RIVER COLLEGE, IL
SPRINGFIELD TECHNICAL CC, MA
ST CHARLES CO CC, MO
ST LOUIS CC-FLORI VLY, MO
ST LOUIS CC-FOREST PARK, MO
ST LOUIS CC-MERAMEC, MO
ST PAUL TECH COLLEGE, MN
STANDING ROCK CC, ND
STANLY CC, NC
STARK TECHNICAL COLLEGE, OH
STATE CC - EAST ST LOUIS, IL
STATE FAIR CC, MO
STATE TECH INST MEMPHIS, TN
STHN AR U EL DORADO BR, AR
STHN AR U TECH BRANCH, AR
STHN U SHREVEPORT-BOSSIER, LA
STHN UN ST JC OPELIKA, AL
STHN UN ST JC VALLEY, AL
STHN UNION ST JR COLL, AL
STHWST WIS VOC TECH INST, WI
STHWSTN MI COLLEGE, MI
STHWSTN OREGON CC, OR
STONE CHILD COLLEGE, MT
SUFFOLK CO CC ESTN CAMPUS, NY
SUFFOLK CO CC SELDEN CAMP, NY
SUFFOLK CO CC WSTN CAMPUS, NY
SULLIVAN CO CC, NY
SUMTER AREA TECH COLLEGE, SC
SUNY AGRL TECH C COBLESKL, NY
SUNY AGRL TECH C DELHI, NY
SUNY AGRL TECH C FARMNGDL, NY
SUNY AGRL TECH C MORRISVL, NY
SUNY COLL OF TECH-ALFRED, NY
SUNY COLL OF TECH-CANTON, NY
SUSSEX CO CC COMMISSION, NJ
T STEVENS ST SCH OF TECH, PA
TACOMA CC, WA
TAFT COLLEGE, CA
TALLAHASSEE CC, FL
TARRANT CO JR COLLEGE, TX
TECH COLL-LOW COUNTRY, SC
TEMPLE JUNIOR COLLEGE, TX
TERRA TECHNICAL COLLEGE, OH
TEX ST TECH AMARILLO CAM, TX
TEX ST TECH INST WACO CAM, TX
TEXARKANA COLLEGE, TX
THAMES VLY STATE TECH C, CT
THIEF RVR FALLS TECH COLL, MN
THOMAS NELSON CC, VA
THREE RIVERS CC, MO
TIDEWATER CC, VA
TOMPKINS-CORTLAND CC, NY
TREASURE VALLEY CC, OR
TRENHOLM ST TECH COLL, AL
TRI-CITIES ST TECH INST, TN
TRI-COUNTY CC, NC
TRI-COUNTY TECH COLLEGE, SC
TRIDENT TECHNICAL COLLEGE, SC
TRINIDAD STATE JR COLL, CO
TRINITY VALLEY CC, TX
TRITON COLLEGE, IL
TRUCKEE MEADOWS CC, NV
TUNXIS CC, CT
TURTLE MOUNTAIN CC, ND
TX SOUTHMOST COLLEGE, TX
TX ST TECH-HARLINGEN, TX
TX ST TECH-SWEETWATER, TX
TYLER JUNIOR COLLEGE, TX
U AK ACHRGE MTNSKA-SUSTNA, AK
U AK ANCHRGE KODIAK COLL, AK
U AK FRBNKS KUSKKWIM COLL, AK
U AK FRBNKS NRTHWST COLL, AK
U AK SE SITKA CAMPUS, AK
U AK SOUTHEAST, AK
U CINN CLERMONT GEN-TECH, OH
U CINN RAYMOND WALTERS C, OH
U OF AKRON WAYNE COLLEGE, OH
U OF ME-AUGUSTA, ME
U OF MISSISSIPPI - TUPELO, MS
U OF MN TECH C CROOKSTON, MN
U OF MN WASECA, MN
U OF ND LAKE REGION, ND
U OF ND WILLISTON BRANCH, ND
U OF NH MANCHESTER, NH
U OF NM - GALLUP BRANCH, NM
U OF PGH GREENSBURG CAMP, PA
U OF PGH TITUSVILLE CAMP, PA
U OF SC SALKEHATCHIE, SC
U OF SC BEUFORT, SC
U OF SC LANCASTER, SC
U OF SC SUMTER, SC
U OF SC UNION, SC
U OF WI CENTERS, WI
ULSTER CO CC, NY
UMPQUA CC, OR
UNION COUNTY COLLEGE, NJ
UPSON TECHNICAL INST, GA
UTAH VALLEY CC, UT
VA HIGHLANDS CC, VA
VA WESTERN CC, VA
VALDOSTA TECHNICAL INST, GA
VALENCIA CC, FL
VANCE-GRANVL CC, NC
VENTURA COLLEGE, CA
VERMILION CC, MN
VERMONT TECHNICAL COLLEGE, VT
VERNON REGIONAL JR COLL, TX
VICTOR VALLEY COLLEGE, CA
VICTORIA COLLEGE, TX
VINCENNES U, IN
VINCENNES U-JASPER, IN
VOLUNTEER STATE CC, TN
WALKER STATE TECH COLL, AL
WALLA WALLA CC, WA
WARREN CC COMMISSION, NJ
WASHINGTON TECH COLLEGE, OH
WASHTENAW CC, MI
WATERBURY ST TECH COLLEGE, CT
WAUKESHA COUNTY TECH COLL, WI
WAYCROSS COLLEGE, GA
WAYNE CC, NC
WAYNE COUNTY CC, MI
WEATHERFORD COLLEGE, TX
WENATCHEE VALLEY COLLEGE, WA
WEST HILLS COLLEGE, CA
WEST LA COLLEGE, CA
WEST SHORE CC, MI
WEST VALLEY COLLEGE, CA
WEST VIRGINIA NORTHERN CC, WV
WESTCHESTER CC, NY
WESTERN IOWA TECH, IA
WESTERN NE CC, NE
WESTERN NEVADA CC, NV
WESTERN PIEDMONT CC, NC
WESTERN TEXAS COLLEGE, TX
WESTERN WI TECH COLL, WI
WESTMORELAND COUNTY CC, PA
WHARTON CO JR COLLEGE, TX
WHATCOM CC, WA
WI AREA VTAE-MADISON, WI
WI AREA VTAE-MID-STATE, WI
WI AREA VTAE-MORAINE PARK, WI
WI AREA VTAE-NORTHEAST, WI
WI INDIANHEAD TECH COLL, WI
WILKES CC, NC
WILLIAMSBURG TECH COLLEGE, SC
WILLMAR CC, MN
WILLMAR TECH COLLEGE, MN
WILSON TECH CC, NC
WINDWARD CC, HI
WINONA TECH COLLEGE, MN
WM RAINEY HARPER COLLEGE, IL
WOR-WIC TECH CC, MD
WORTHINGTON CC, MN
WVU - PARKERSBURG, WV
WYTHEVILLE CC, VA
YAKIMA VALLEY CC, WA
YAVAPAI COLLEGE, AZ
YORK TECHNICAL COLLEGE, SC

BEST COPY AVAILABLE

TOTAL RESPONDING FOUR-YEAR INSTITUTIONS

ADAMS STATE COLLEGE, CO
AIR FORCE INST TECHNOLOGY, OH
AL A & M UNIVERSITY, AL
ALABAMA STATE U, AL
ALBANY STATE COLLEGE, GA
ALCORN STATE U, MS
ANGELO STATE U, TX
APPALACHIAN STATE U, NC
ARIZONA STATE UNIVERSITY, AZ
ARKANSAS ST U-MAIN CAMPUS, AR
ARKANSAS TECH UNIVERSITY, AR
ARMSTRONG STATE COLLEGE, GA
AUBURN U MAIN CAMPUS, AL
AUBURN U MONTGOMERY, AL
AUGUSTA COLLEGE, GA
AUSTIN PEAY STATE U, TN
BLACK HILLS STATE COLLEGE, SD
BLOOMSBURG U OF PA, PA
BLUEFIELD STATE COLLEGE, WV
BOISE STATE U, ID
BOWIE STATE U, MD
BRIDGEWATER STATE COLL, MA
BWLNG GRN ST U MAIN CAMP, OH
CA MARITIME ACADEMY, CA
CAL POLY ST U-SN LUIS OB, CA
CAL STATE COLL-STANISLAUS, CA
CAL STATE POLY U-POMONA, CA
CAL STATE U-BKRSFLD, CA
CAL STATE U-CHICO, CA
CAL STATE U-CONSORTIUM, CA
CAL STATE U-DOMINGUEZ HLS, CA
CAL STATE U-FRESNO, CA
CAL STATE U-FULLERTON, CA
CAL STATE U-HAYWARD, CA
CAL STATE U-LONG BEACH, CA
CAL STATE U-LOS ANGELES, CA
CAL STATE U-NORTHRIDGE, CA
CAL STATE U-SACRAMENTO, CA
CAL STATE U-SAN BRNRDNO, CA
CALIFORNIA U OF PA, PA
CAMERON UNIVERSITY, OK
CASTLETON STATE COLLEGE, VT
CENTRAL CONNECTICUT ST U, CT
CENTRAL MICHIGAN U, MI
CENTRAL MISSOURI STATE U, MO
CENTRAL STATE U, OH
CENTRAL WASHINGTON U, WA
CHADRON STATE COLLEGE, NE
CHARTER OAK COLLEGE, CT
CHEYNEY U OF PA, PA
CHICAGO STATE U, IL
CHRISTOPHER NEWPORT COLL, VA
CITADEL MILITARY C OF SC, SC
CLARION U OF PA, PA
CLAYTON STATE COLLEGE, GA
CLEMSON UNIVERSITY, SC
CLEVELAND STATE U, OH
COLL OF WILLIAM AND MARY, VA
COLLEGE OF CHARLESTON, SC
COLORADO SCHOOL OF MINES, CO
COLORADO STATE U, CO
COPPIN STATE COLLEGE, MD
CORNELL U STATUTORY COLL, NY
CORPUS CHRISTI STATE U, TX
CUNY BERNARD BARUCH COLL, NY
CUNY BROOKLYN COLLEGE, NY
CUNY C OF STATEN ISLAND, NY
CUNY CITY COLLEGE, NY
CUNY GRAD SCH & U CENTER, NY
CUNY HUNTER COLLEGE, NY
CUNY JOHN JAY C CRIM JUST, NY
CUNY LEHMAN COLLEGE, NY
CUNY MEDGAR EVERS COLLEGE, NY
CUNY QUEENS COLLEGE, NY
CUNY SCH OF LAW AT QUEENS, NY
CUNY YORK COLLEGE, NY
DAKOTA STATE COLLEGE, SD
DEFENSE INTELLIGENCE COLL, DC
DELAWARE STATE COLLEGE, DE
DELTA STATE U, MS
DICKINSON STATE U, ND
EAST CAROLINA U, NC
EAST CENTRAL U, OK
EAST STROUDSBG U OF PA, PA
EAST TENN STATE U, TN
EAST TEXAS ST U TEXARKANA, TX
EAST TEXAS STATE U, TX
EASTERN CONNECTICUT ST U, CT
EASTERN ILLINOIS U, IL
EASTERN KY U, KY
EASTERN MICHIGAN U, MI
EASTERN MONTANA COLLEGE, MT
EASTERN NM U - CLOVIS, NM
EASTERN NM U - PORTALES, NM
EASTERN OREGON STATE COLL, OR
EASTERN WASHINGTON U, WA
EDINBORO U OF PA, PA
ELIZABETH CITY STATE U, NC
EMPORIA STATE U, KS
EVERGREEN STATE COLLEGE, WA
FAIRMONT STATE COLLEGE, WV
FASHION INST OF TECH, NY
FAYETTEVILLE STATE U, NC
FERRIS STATE U, MI
FITCHBURG STATE COLL, MA
FL AGRI & MECH U, FL
FLORIDA ATLANTIC U, FL
FLORIDA INTERNATIONAL U, FL
FLORIDA STATE U, FL
FORT HAYS STATE U, KS
FORT LEWIS COLLEGE, CO
FORT VALLEY STATE COLL, GA
FRAMINGHAM STATE COLL, MA
FRANCIS MARION COLLEGE, SC
FROSTBURG STATE U, MD
GA INST OF TECH-MAIN CAM, GA
GEORGE MASON U, VA
GEORGIA COLLEGE, GA
GEORGIA SOUTHERN U, GA
GLASSBORO STATE COLLEGE, NJ
GOVERNORS STATE U, IL
GRAMBLING STATE U, LA
HARRIS-STOWE STATE COLL, MO
HENDERSON STATE U, AR
HUMBOLDT STATE U, CA
IDAHO STATE U, ID
ILLINOIS STATE U, IL
IN U-PURDUE U-FORT WAYNE, IN
IN U-PURDUE U-INDIANAPOLS, IN
INDIANA STATE U, IN
INDIANA U AT KOKOMO, IN
INDIANA U AT SOUTH BEND, IN
INDIANA U BLOOMINGTON, IN
INDIANA U EAST, IN
INDIANA U NORTHWEST, IN
INDIANA U OF PA, PA
INDIANA U SOUTHEAST, IN
IOWA STATE U, IA
JACKSON STATE U, MS
JACKSONVILLE ST U, AL
JERSEY CITY STATE COLLEGE, NJ
JOHNSON STATE COLLEGE, VT
KANSAS ST U AGR & APP SCI, KS
KEAN COLLEGE OF NJ, NJ
KEARNEY STATE COLLEGE, NE
KENNESAW STATE COLLEGE, GA
KENT STATE U MAIN CAMPUS, OH
KENTUCKY STATE U, KY
KUTZTOWN U OF PA, PA
LA STATE U AND A&M C, LA
LA STATE U MEDICAL CENTER, LA
LA STATE U SHREVEPORT, LA
LAKE SUPERIOR STATE U, MI
LAMAR U, TX
LANDER COLLEGE, SC
LANGSTON U, OK
LAREDO STATE U, TX
LEWIS & CLARK STATE COLL, ID
LINCOLN U, MO
LINCOLN U, PA
LIVINGSTON UNIVERSITY, AL
LOCK HAVEN U OF PA, PA
LONGWOOD COLLEGE, VA
LOUISIANA TECH U, LA
LYNDON STATE COLLEGE, VT
MA COLLEGE OF ART, MA
MA MARITIME ACADEMY, MA
MAINE MARITIME ACADEMY, ME
MANSFIELD U OF PA, PA
MARSHALL UNIVERSITY, WV
MARY WASHINGTON COLLEGE, VA
MAYVILLE STATE U, ND
MEDICAL COLLEGE OF GA, GA
MEDICAL UNIVERSITY OF SC, SC
MEDL COLLEGE OHIO-TOLEDO, OH
MEMPHIS STATE U, TN
MESA COLLEGE, CO
METROPOLITAN STATE COLL, CO
MIAMI U-OXFORD CAMPUS, OH
MICHIGAN STATE U, MI
MICHIGAN TECH U, MI
MIDDLE TENN STATE U, TN
MIDWESTERN STATE U, TX
MILLERSVILLE U OF PA, PA
MINOT STATE U, ND
MISSISSIPPI STATE U, MS
MISSOURI STHN ST COLLEGE, MO
MISSOURI WSTN ST COLLEGE, MO
MONTANA C MINRL SCI-TECH, MT
MONTANA STATE U, MT
MONTCLAIR STATE COLLEGE, NJ
MOREHEAD STATE U, KY
MORGAN STATE U, MD
MS UNIVERSITY FOR WOMEN, MS
MURRAY STATE U, KY
NAVAL POSTGRADUATE SCHOOL, CA
NC AGRL & TECH STATE U, NC
NC CENTRAL U, NC
NC SCHOOL OF THE ARTS, NC
NC STATE U RALEIGH, NC
ND STATE U MAIN CAMPUS, ND
NE COLL OF TECH AGR, NE
NEW MEXICO HIGHLANDS U, NM
NICHOLLS STATE U, LA
NJ INSTITUTE TECHNOLOGY, NJ
NM INST OF MINING & TECH, NM
NM STATE U MAIN CAMPUS, NM
NORFOLK STATE U, VA
NORTH ADAMS STATE COLL, MA
NORTH GEORGIA COLLEGE, GA
NORTHEAST LOUISIANA U, LA
NORTHEASTERN STATE U, OK
NORTHERN ARIZONA U, AZ
NORTHERN ILLINOIS U, IL
NORTHERN MICHIGAN U, MI
NORTHERN MONTANA COLLEGE, MT
NORTHERN STATE U, SD
NTHESTN ILLINOIS U, IL
NTHESTN OHIO U COLL MED, OH
NTHWST MISSOURI STATE U, MO
NTHWSTN OK STATE U, OK
NTHWSTN STATE U OF LA, LA
NY ST C CERAMICS ALFRED U, NY
NYS COLL OF AGRICULTURE, NY
NYS COLL OF HUMAN ECOLOGY, NY
NYS COLL OF VETRNARY MED, NY
NYS SCHOOL INDUSTRIAL LAB, NY
OAKLAND U, MI
OHIO ST U-MAIN CAMPUS, OH
OHIO U MAIN CAMPUS, OH
OK COLL OSTEO MED OF OSU, OK
OK STATE U-MAIN CAMPUS, OK
OLD DOMINION U, VA
OREGON HEALTH SCIENCE U, OR
OREGON INST OF TECH, OR
OREGON STATE U, OR
PA ST U BEHREND COLLEGE, PA
PA ST U CAPITOL CAMPUS, PA
PA ST U GREAT VALLEY, PA
PA ST U MAIN CAMPUS, PA
PA ST U MILT HERS MED CTR, PA
PAN AMERICAN UNIVERSITY, TX
PEMBROKE STATE U, NC
PERU STATE COLLEGE, NE
PITTSBURG STATE U, KS
PLYMOUTH STATE COLLEGE, NH
PORTLAND STATE U, OR
PRAIRIE VIEW A&M UNIV, TX
PURDUE U CALUMET CAMPUS, IN
PURDUE U MAIN CAMPUS, IN
PURDUE U NORTH CEN CAMPUS, IN
RADFORD UNIVERSITY, VA
RAMAPO COL OF NEW JERSEY, NJ
RHODE ISLAND COLLEGE, RI
RUTGERS U CAMDEN CAMPUS, NJ
RUTGERS U NEW BRUNSWICK, NJ
RUTGERS U NEWARK CAMPUS, NJ
SAGINAW VALLEY STATE U, MI
SALEM STATE COLL, MA
SALISBURY STATE U, MD
SAM HOUSTON STATE U, TX
SAN DIEGO STATE U, CA
SAN FRANCISCO STATE U, CA
SAN JOSE STATE U, CA
SANGAMON STATE U, IL
SAVANNAH STATE COLLEGE, GA
SC STATE COLLEGE, SC
SCH LIFELONG LEARNING, NH
SD SCH MINES & TECHNOLOGY, SD
SD STATE U, SD
SE MISSOURI STATE U, MO
SHAWNEE STATE U, OH
SHEPHERD COLLEGE, WV
SHIPPENSBURG U OF PA, PA
SLIPPERY ROCK U OF PA, PA
SONOMA STATE U, CA
SOUTHEASTERN MA U, MA
ST MARYS COLLEGE OF MD, MD
STEPHEN F AUSTIN STATE U, TX
STHESTN LOUISIANA U, LA
STHN AR U MAIN CAMPUS, AR
STHN COLL OF TECH, GA
STHN CONNECTICUT STATE U, CT
STHN IL U - CARBONDALE, IL
STHN IL U - EDWARDSVILLE, IL
STHN OREGON ST COLLEGE, OR
STHN U A&M C BATON ROUGE, LA
STHN U AT NEW ORLEANS, LA
STHWST TEXAS STATE U, TX
STHWSTN OK STATE U, OK
STOCKTON STATE COLLEGE, NJ
SUL ROSS STATE U,TX
SUNY AT ALBANY, NY
SUNY AT BINGHAMTON, NY
SUNY AT BUFFALO MAIN CAMP, NY
SUNY AT STONY BK MAIN CAM, NY
SUNY C ENVRNMTL SCI-FORS, NY
SUNY COLL OF TECH-UTICA, NY
SUNY COLLEGE AT BROCKPORT, NY
SUNY COLLEGE AT BUFFALO, NY
SUNY COLLEGE AT CORTLAND, NY
SUNY COLLEGE AT FREDONIA, NY
SUNY COLLEGE AT GENESEO, NY
SUNY COLLEGE AT NEW PALTZ, NY
SUNY COLLEGE AT ONEONTA, NY
SUNY COLLEGE AT OSWEGO, NY
SUNY COLLEGE AT POTSDAM, NY
SUNY COLLEGE AT PURCHASE, NY
SUNY COLLEGE OF OPTOMETRY, NY
SUNY COLLEGE OLD WESTBURY, NY
SUNY COLLEGE PLATTSBURGH, NY
SUNY EMPIRE STATE COLLEGE, NY
SUNY HEALTH SCI CTR BFLO, NY
SUNY HL SCI CTR-BROOKLYN, NY
SUNY HL SCI CTR-SYRACUSE, NY
SUNY HLTH SCI CTR STNY BK, NY

SUNY MARITIME COLLEGE, NY
TARLETON STATE U, TX
TEMPLE UNIVERSITY, PA
TENNESSEE STATE U, TN
TENNESSEE TECHNOLOGICAL U, TN
TEXAS A&I U, TX
TEXAS A&M U-GALVESTON, TX
TEXAS A&M U-MAIN CAMPUS, TX
TEXAS COLLEGE OSTEO MED, TX
TEXAS SOUTHERN U, TX
TEXAS TECH U, TX
THOMAS A EDISON ST COLL, NJ
TOWSON STATE U, MD
TRENTON STATE COLLEGE, NJ
TROY ST U - DOTHAN, AL
TROY ST U - FL REGION, FL
TROY ST U - MAIN CAMPUS, AL
TROY ST U - MONTGOMERY, AL
TROY ST U - PHENIX CITY, AL
TX TECH U HLTH SCI CTR, TX
U OF AK - ANCHORAGE, AK
U OF AK - FAIRBANKS, AK
U OF AK - SOUTHEAST, AK
U OF AKRON MAIN CAMPUS, OH
U OF AL - BIRMINGHAM, AL
U OF AL - HUNTSVILLE, AL
U OF AL - TUSCALOOSA, AL
U OF AR LITTLE ROCK, AR
U OF AR MAIN CAMPUS, AR
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U OF CAL-SANTA BARBARA, CA
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U OF CENTRAL FLORIDA, FL
U OF CENTRAL OKLAHOMA, OK
U OF CINN MAIN CAMPUS, OH
U OF CO BOULDER, CO
U OF CO COLORADO SPRING, CO
U OF CO DENVER, CO
U OF CO HLTH SCI CENTER, CO
U OF CONNECTICUT HLTH CTR, CT
U OF CONNECTICUT, CT
U OF DELAWARE, DE
U OF FLORIDA, FL
U OF GEORGIA, GA
U OF HAWAII AT HILO, HI
U OF HAWAII AT MANOA, HI
U OF HOUSTON CLEAR LAKE, TX
U OF HOUSTON DOWNTOWN, TX
U OF HOUSTON UNIV PARK, TX
U OF HOUSTON VICTORIA, TX
U OF IDAHO, ID
U OF IL AT CHICAGO, IL
U OF IL URBANA CAMPUS, IL
U OF IOWA, IA
U OF KANSAS MAIN CAMPUS, KS
U OF KANSAS MED CENTER, KS
U OF KENTUCKY, KY
U OF LOUISVILLE, KY
U OF LOWELL, MA
U OF MA AT AMHERST, MA
U OF MA AT BOSTON, MA
U OF MA MEDICAL SCHOOL, MA
U OF MD BALT COUNTY CAMP, MD
U OF MD BALT PROF SCHOOLS, MD
U OF MD COLLEGE PARK CAMP, MD
U OF MD EASTERN SHORE, MD
U OF MD UNIVERSITY COLL, MD
U OF ME-FARMINGTON, ME
U OF ME-FORT KENT, ME
U OF ME-MACHIAS, ME
U OF ME-ORONO, ME
U OF ME-PRESQUE ISLE, ME
U OF MED & DENT OF NJ, NJ
U OF MI-ANN ARBOR, MI
U OF MI-DEARBORN, MI
U OF MI-FLINT, MI
U OF MISSISSIPPI MAIN CAMP, MS
U OF MISSOURI-COLUMBIA, MO
U OF MISSOURI-KANSAS CITY, MO
U OF MISSOURI-ROLLA, MO
U OF MISSOURI-ST LOUIS, MO
U OF MN DULUTH, MN
U OF MN MORRIS, MN
U OF MN TWIN CITIES, MN
U OF MONTANA, MT
U OF MONTEVALLO, AL
U OF MS MEDICAL CENTER, MS
U OF NC AT ASHVILLE, NC
U OF NC AT CHAPEL HILL, NC
U OF NC AT CHARLOTTE, NC
U OF NC AT GREENSBORO, NC
U OF NC AT WILMINGTON, NC
U OF ND MAIN CAMPUS, ND
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U OF NEBRASKA OMAHA, NE
U OF NEBRASKA-LINCOLN, NE
U OF NEW HAMPSHIRE, NH
U OF NEW ORLEANS, LA
U OF NH KEENE STATE COLL, NH
U OF NM - LOS ALAMOS, NM
U OF NM - MAIN CAMPUS, NM
U OF NM - VALENICA CAMPUS, NM
U OF NORTH FLORIDA, FL
U OF NORTH TEXAS, TX
U OF NORTHERN COLORADO, CO
U OF NORTHERN IOWA, IA
U OF NV AT LAS VEGAS, NV
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U OF SOUTHERN MISSISSIPPI, MS
U OF STHWSTN LOUISIANA, LA
U OF THE DIST OF COLUMBIA, DC
U OF TN CHATTANOOGA, TN
U OF TN KNOXVILLE, TN
U OF TN MARTIN, TN
U OF TN MEMPHIS, TN
U OF TX AT ARLINGTON, TX
U OF TX AT AUSTIN, TX
U OF TX AT DALLAS, TX
U OF TX AT EL PASO, TX
U OF TX AT PERMIAN BASIN, TX
U OF TX AT TYLER, TX
U OF TX HLTH SCI CTR, TX
U OF TX HLTH SCI SN AN, TX
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